

WCTV
EEO PUBLIC FILE REPORT
12/01/03 – 11/30/04¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Reporter	1-19	19
Reporter/Asst. Producer	1-19	5
Videographer	1-19	19
Videographer	1-19	19
Videographer	1-18	15
Director	1-19	19
Production Assistant/Master Control Operator	1-19	19
Assistant Director	1-19	19
Reporter	15,19	19
Producer	18,19	19
Producer	18,19	19
Administrative Assistant	3,4,5,17,18,19,24	24
Reporter	1-19	15
Meteorologist/Reporter	1-19	15
Director	1-19	19
News Anchor	1-19	15
Asst. Producer/Asst. Assignment Desk	1-19	19
Producer	1-19	19
Associate Producer	1-19	19
National Sales Manager	4,5,15,19,21,22,23,24	24
Building Custodian	4,5,18	5
Reporter	1-19	7
Accounting Clerk	4,5,17,18,19	4
Sports Videographer	4,5,17,18,19	19
Videographer/Reporter	4,5,17,18,19	19
Producer	4,5,17,18,19	19
Associate Producer	4,5,17,18,19	19

¹ This report provides recruitment data collected through November 23, 2004.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Big Bend Workforce Center 2525 S. Monroe St., #3 Tallahassee, FL 32301 Bill Billeter (850) 922-0023 x243	Y	0
2	Graylink 1989 Capital Circle NE Tallahassee, FL Personnel Director (850) 877-1646	N	0
3	Gadsden County Times 15 S. Madison Street Quincy, FL 32351 Wendy/Ad Dept. (850) 627-7649	N	0
4	Thomasville Times Enterprise 106 South St., Thomasville, GA 31792 Charles/Ad Dept. (229) 226-2400	N	4
5	Tallahassee Democrat 277 N. Magnolia Drive Tallahassee, FL 32302 Genesis (850) 599-2210	N	11
6	Florida State University College of Communications 356 Diffenbaugh Tallahassee FL 32306 Robert Pekurny (850) 644-3462	N	0
7	University of Georgia College of Journalism Athens, GA 30602-3018 Emily Smith (706) 542-4993	N	1
8	Bethune-Cookman College, Career Placement 640 Mary McLeod Bethune Bldg. Daytona Beach, FL 32114-3099 Mildred Horne (386) 481-2140	N	0
9	Troy State University Hall School of Journalism Troy AL 36082 Sherry Day (205) 566-3000	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Clark Atlantic University Career Placement Office Atlanta, GA Erni Hmnitt (404) 880-8000 Fax (404) 523-5162	N	0
11	Tallahassee Community College 444 Appleyard Drive Tallahassee FL 32304 Horace Wright (850) 201-8510	N	0
12	Florida A&M University 428 Tucker Hall Tallahassee FL Jim Hawkins (850) 599-3083	N	2
13	Valdosta State University Dept Comm. Arts Valdosta, GA 31698 Career Planning & Placement Karen Jarvis (229) 333-5820	N	1
14	Breneau University One Centennial Circle Gainesville, GA 30501 Steward Blakley (770) 538-4703	N	0
15	TVJOBS.COM Mark Holland (E-mail)	N	10
16	CAREERPAGE.ORG (E-mail)	N	0
17	Gray Television (E-mail to other Gray stations)	N	0
18	WCTV6.com (Station Website)	N	3
19	Internal Posting	N	25
20	Walk-In	N	0
21	Spots N Dots selltv@aol.com	N	0
22	News Herald 501 W. 11 th Street Panama City, FL 32401 (850)-747-5000	N	1
23	WJHG.com	N	0
24	Referrals	N	5
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			63

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in event sponsored by educational institution relating to career opportunities in broadcasting.	On April 24, 2004, the News Director and students from Florida State, University of Florida, University of Central Florida, University of Miami and University of South Florida participated in the Associated Press Conference in Orlando, Florida.
2	Participate in event sponsored by educational institution relating to career opportunities in broadcasting.	On February 15, 2004, WCTV's News Director attended a classroom session at Florida State University, Tallahassee Florida and spoke with students about job opportunities in television and what it takes to make it.
3	Participate in job fair	On September 23, 2004, WCTV News Director participated in the Journalism Career Fair at Florida A&M University. Mock interviews with the News Director were held with students over a 7-hour period for jobs and internships in media.
4	Participate in event sponsored by educational institution relating to career opportunities in broadcasting.	On September 28, 2004, the News Director attended a classroom session at Florida A&M University, Tallahassee Florida for management students. He spoke with them about television reporting and jobs available in television.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Supported Job Fair	On October 23, 2004, a job fair was held by the Valdosta/Lowndes County Chamber of Commerce in Valdosta Georgia. WCTV co-sponsored and helped promote the event.
6	Internship program	WCTV maintains an on-going Internship Program with Florida State University-Tallahassee, Florida A&M University-Tallahassee, and Valdosta State University-Valdosta, Georgia. These internships are offered for the term of one semester and afford students studying communications the opportunity to achieve practical experience in the field. Eight interns worked at the station during each of the summer, fall, and winter semesters. Interns work in the News and Production departments. Interns came from separate applicant pools.